

6 March 1980

MEMORANDUM FOR: Director of Personnel
Policy, Planning, and Management

FROM :
Chief, PMES/OPPPM

SUBJECT : Individual Career Service Analyses of FY 80 APP

1. The attached Career Service analyses of the FY 80 APP are being submitted for your review. Each Career Service was asked to prepare its own analyses for forwarding through you to the DDCI.

2. We have reviewed them, and believe that each addresses most of the significant data in the APP including EEO concerns. We do wish, however, to call the following points to your attention in the eventuality that the DDCI raises any questions on the subject.

a. While the others discussed their PRAs (a problem which we highlighted in the overall Agency analysis) the DDA elected not to comment. Their PRAs increased by 26% in FY 79, the most of any of the Career Services. The DDS&T statement that, "We anticipate, however, that on-going and soon to be scheduled PMCD surveys with resultant upgrades will alleviate a substantial number of these (PRA) assignments", is open to question, to say the least. While it is entirely possible that PMCD could recommend some upgrades, they could also recommend downgrades, and thereby add to rather than alleviate, that Career Service's PRA problem.

b. The DDO analysis explains that the underestimate in CT gains was partially due to transferring the CTs from the OTR to the DDO ceiling. We stick by our Agency-wide analysis which ascribes the under projection of CTs as being caused by frequent decision changes in stated DDO requirements.

c. DDS&T has projected promotions to the GS-15 and above level at a slightly higher level than those suggested by data provided them by The Career Service, however, feels confident that the higher levels are realistic and reflect promotion rates consistent with those of FY 79 and previous years.

3. We have prepared a brief transmittal memorandum which you will note offers no additional analyses. Emphasis in our judgment should be to focus the DDCI's attention to the Career Service report rather than provide further commentary.



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